

HB 559 -- GENDER-BASED EMPLOYMENT PRACTICES

SPONSOR: Arthur

This bill prohibits an employer from discriminating in providing compensation based on gender for the same work performed under similar working conditions. Wage disparities are not prohibited if based on bona fide factors other than gender.

This bill prohibits employers from taking any adverse action against an employee who utilizes the protections of this bill and prohibits an employer from reducing wages to comply with the provisions of this bill.

This bill allows recovery of wages and benefit lost as a result of an unlawful gender-based compensation practice, an additional amount of damages to be determined by the judge or jury, and reasonable attorney fees. An employer who has violated the provisions of this section may also be subject to injunctive relief.

This bill is similar to HB 2403 and SB 695 (2016).